



## INSIDE THIS ISSUE



## HOLIDAY CHEER 2



## HOLIDAY CHALLENGES 3



## DECEMBER CALENDAR AND, MUCH, MUCH MORE



# Painkillers to be included in Army Drug Tests



By Michelle Tan, Army Times Staff

Expanded drug testing in the Army will begin May 1, and tests for other drugs such as Valium, spice and bath salts could be in the works, as well. On May 1, the Army will begin testing soldiers for hydrocodone and hydromorphone, which can be found in painkillers such as Vicodin, Lorcet and Lortab. The goal is to be testing all urinalysis samples for those drugs by October, said Lt. Col. Shaun Bailey, chief of the drug testing branch at the Army Center for Substance Abuse Programs. The Defense Department issued a memo Jan. 30 announcing the change, which reflects a growing concern about prescription drug abuse. Twenty-one percent of soldiers involved in illegal drug use in fiscal 2011 were abusing prescription drugs, according to an Army report. In addition, between 2009 and 2011, 142 of 197 drug-related undetermined or accidental deaths involved prescription drugs. "Prescription drug abuse is serious, it's dangerous," Bailey said, adding that soldiers are encouraged to self-refer to the Army Substance Abuse Program to get help. "We're trying to educate in front of enforcement," he said. "It's widely perceived that the criminality is not there because people get [prescription

drugs] from the pharmacy, and that we don't bring home street drugs from the pharmacy, we bring home good drugs from the pharmacy." Soldiers who sign up for help will be protected under the Army's limited-use policy, which bars commanders from penalizing soldiers for drug abuse if they're actively seeking help, Bailey said.

"The point is to take care of soldiers," he said. "We want them to get help. We want to treat them and return them to their formations. We don't want soldiers to think we're trying to set them up. We want them to get help, and the limited-use policy protects them while they're seeking help." Once the new testing gets underway, soldiers with valid prescriptions for hydrocodone will not be penalized if they test positive for the drug, Bailey said. "As the test is completed, if it's positive it is referred to a medical review officer who looks at the soldier's record," he said. "If the soldier has a valid prescription, he's covered. If the prescription is expired, it's the same as not having it." The Army also plans to start testing for benzodiazepines sometime next year.

Benzodiazepines are psychoactive drugs — for example, Valium and Xanax — prescribed for symptoms such as anxiety and insomnia.

"We do not have a test ready to go yet for benzodiazepine," Bailey said. "Part of it is making sure we have a high-quality, production-rate-ready test. There's a goal to add benzodiazepine, but it would not be this fiscal year."

The Army conducted 2.1 million urinalysis

tests last year, Bailey said, and the accuracy of the tests is critical to protecting soldiers' rights.

"We take very seriously a positive result, so we're very careful about expanding any kind of testing regimen," he said. "When soldiers are subjected to a random drug test, we have the view that we have a high responsibility to safeguard their rights." Two other drugs the Army and Defense Department are eyeing are spice, which contains synthetic cannabinoids, and bath salts, which are amphetamine-like compounds.

In March, DoD will launch a study to try to determine how prevalent spice use is among the troops, Bailey said. "That should give us some good information to frame discussions on what to do with spice," he said. The Army can already test for spice but only after a request from a commander with specific concerns, because the test is not accurate enough for random testing, Bailey said. "The science is just not there," he said. "Technology is improving, but it's just not there yet. Spice is very confusing because of the novelty of it. It's new, and they didn't determine the active ingredient until 2009." The Army is committed to preventing drug abuse and helping soldiers who struggle with it, Bailey said. "Whenever you add a new test, it increases the cost," he said. Every urinalysis test costs about \$10. "In this day and age, with the constrained budget conditions, if we're willing to spend a little more money, that indicates the Army takes this very seriously," he said. "There's a commitment there."

## Seasons Greetings

This year is coming quickly to an end. As we reflect on another great year, we must get ready to celebrate what next year holds for us. Inside you will find tips for healthy resolution planning, proper goal setting, and planning for safe holiday partying. We cannot forget self-care during this fast paced time of year, so of course, you will find tips on emotional, spiritual, and physical well-being to get you through this transitional period. Winter is here...bundle up, relax, and sip a hot drink while indulging your senses into this month's edition of Workforce Pride.





## Use Caution Shopping This Holiday

**AAA Oklahoma, Nov. 19, 2012** – The hectic holiday shopping season means parking lots full of people and safety hazards and the heightened possibility of theft. But thieves aren't just looking to steal newly-bought Christmas gifts, they're also after your identity.

"We hope these tips keep shoppers motoring on their merry way, protecting drivers and consumers from seeing the Grinch

during this busy time of year," said AAA Oklahoma spokesman Chuck Mai.

### **Parking Lot Safety**

**Eliminate distractions.** Turn off and stow cell phones. Set up navigation and GPS devices before starting to drive.

**Watch for pedestrians.** Remain cautious of pedestrians on crosswalks and moving in-between and behind cars. Be alert especially for children who are not always paying attention.

**Learn to play the outfield.** Outlying areas have more spaces, lighter traffic and a lower risk of collision.

**Don't put yourself in a tight spot.** Avoid parking between a pair of tall SUVs, minivans or pickups where it might be hard to back out of the space. If you can't see well enough to back out safely, get help from one of your passengers.

**Buckle up.** Even a low-speed collision can result in injuries. Make sure that everyone is strapped in a seat belt or child car seat while the car is in motion, even if it's just a short trip to another part of the parking lot.

### **Keeping Your Identity Safe**

To safeguard your personal information as you shop this season, AAA Financial Services offers these tips:

**Use cash or credit only.** Compromised debit information puts your money at risk because the card is directly linked to your bank account. Credit cards offer greater consumer protection and less liability than your bank card.

**Clean out your wallet.** Don't carry excess credit cards or your Social Security card with you. For the cards you do carry, keep a copy of all account numbers and phone numbers in safe place at home.

**Search before you swipe.** Tech-savvy thieves use inconspicuous tools such as skimming devices to steal your card information at ATMs, gas pumps and other pay terminals. Don't use swipe devices that look out of place. Be sure to shield your PIN number as you punch it in or ask the cashier to run your card through the register.

Shoppers searching for deals online are urged to exercise cyber safety:

**Shop sites you trust.** Stick with online retailers you recognize and make sure you are at their correct site.

**Shop secure.** Before submitting credit card information, make sure the website is secure by looking for "https://" instead of "http://" in front of the web address.

**Stay off public Wi-Fi.** Never use public wireless hotspots to do online shopping, banking or any activity that requires passwords or personal information.

### **Personal Safety**

AAA cautions that crowded shopping malls, streets and parking lots can provide ample opportunity for theft during the holiday season.

**Protect your presents** by stowing shopping bags in the trunk. A thief can steal your gifts in a matter of seconds, so eliminate the temptation by keeping them out of sight.

**Keep a grip on your valuables.** Make sure your purse is secure in your hand, along with any valuables you may have just bought. Thieves are always looking for an easy "snatch and grab."

**Know who is around.** Don't be caught off guard. Keep an eye on what and who may be around you. If someone approaches your vehicle don't be rude, but also do not roll down a window or open a door to a stranger.

A not-for-profit organization, AAA Oklahoma serves its 364,600 members across Oklahoma with emergency help on the road, auto travel assistance and a wide range of personal insurance, travel, financial and automotive services through its 44 retail branches, regional operations center and [AAA.com](http://AAA.com).



## Safety Alert: Winter Weather

The Red Cross offers these measures people can take to stay safe during and after the winter storm:

- Stay indoors during the storm.
- If you must go outside, layers of clothing will keep you warmer than a single heavy coat.
- Wear gloves or mittens and a hat to prevent loss of body heat. Cover your mouth to protect your lungs.
- Walk carefully on snowy, icy sidewalks.
- If you shovel snow, be extremely careful. It is physically strenuous work. Take frequent breaks. Avoid overexertion – heart attacks from shoveling heavy snow are a leading cause of deaths during winter.
- Avoid traveling by car, but if you must, keep the gas tank full for emergency use and to keep your fuel line from freezing. Let someone know your destination, the route you are taking, and when you expect to arrive. If your car gets stuck along the way, help can be sent along your predetermined route.
- If you do get stuck, stay with your car. Do not try to walk to safety. Tie a brightly colored cloth to the antenna for rescuers to see. Start the car and use the heater for about ten minutes every hour. Keep the exhaust pipe clear so fumes don't back up in the car. Leave the overhead light on when the engine is running so you can be seen. As you sit, move your arms and legs to keep blood circulating and stay warm. Keep one window open to let in air.
- After the storm, avoid driving until conditions have improved. Listen to local radio and television stations for updates. Help a neighbor who may require special assistance, especially families with infants, the elderly, and people with disabilities.

For more information on winter storms and power loss safety, visit [RedCross.org](http://RedCross.org). Keep up with Red Cross response to winter weather in the [Disaster Online Newsroom](#).





## FORT SILL HISTORY

### Fort Sill National Cemetery and Installation



Fort Sill National Cemetery in Elgin, Okla., was dedicated on Nov. 2, 2001. The Fort Sill National Cemetery was the second national cemetery to be constructed in Oklahoma and became the 120th national cemetery to be administered

by the National Cemetery Administration. Fort Sill National Cemetery lies in southwestern Oklahoma, approximately 75 miles from Oklahoma City and five miles north of Lawton. Land for the national cemetery was transferred from the Department of the Army's Ft. Sill Military Reservation in 1998. The cemetery is situated on land that was once Indian Territory. A military reservation was staked out in January 1869 by Maj. Gen. Philip H. Sheridan and was formally established as Camp Wichita the following month. Sheridan later renamed the garrison as Fort Sill in honor of fellow West Point classmate, Brigadier General Joshua W. Sill, who died in the Battle of Stones River during the Civil War. Fort Sill's mission was one of law enforcement for the expanding American frontier. The arrival of the Quohada Comanches to Fort Sill in June 1875 marked the end of Indian warfare of the south Plains. In the 1890s, Apache Chief Geronimo and 341 other Apache prisoners of war were brought to Fort Sill by the government. Geronimo was granted permission to travel briefly with Pawnee Bill's Wild West Show and also visited with President Theodore Roosevelt. Geronimo died of pneumonia at Fort Sill on Feb. 17, 1909, at the age of 83 and is buried in the post cemetery at Fort Sill. Lt. Hugh L. Scott instructed the remaining Apache prisoners of war on how to build houses, raise crops and herd cattle. Many spent the remainder of their lives at Fort Sill.

The last Native American lands in Oklahoma opened for settlement in 1901 and 29,000 homesteaders registered at Fort Sill for the land lottery during July. On August 6 of that year, the town of Lawton sprang up and quickly grew to become the third-largest city in Oklahoma. With the disappearance of the frontier, the mission of Fort Sill gradually changed from cavalry to field artillery. The first artillery battery arrived at Fort Sill in 1902 and the last cavalry regiment departed in May 1907. The School of Fire for the Field Artillery was founded at Fort Sill in 1911 and continues to operate today as the world-renowned U.S. Army Field Artillery School. In 2007, the Fort Bliss Air Defense was added to Fort Sill, they both operate under one umbrella called the Fires Center of Excellence. At various times, Fort Sill has also served as home to the Infantry School of Musketry, the School for Aerial Observers, the Air Service Flying School and the Army Aviation School. Today the U.S. Army Field Artillery Center at Fort Sill remains the only

active Army installation to continuously serve the Southern Plains since the Indian Wars.



## "Drive Sober or Get Pulled Over"

### Team Sill Cracking Down On Impaired Driving to Save Lives

If you mistake these for pretty holiday lights, you shouldn't be driving.



By Janice Carter

Fort Sill ASAP is joining the nationwide impaired driving campaign for the month of December. Each week through the month of December ASAP will set up outreach tables (PX, Garcia Dining Facility, Bldg 4700, and Commissary) providing education, awareness and pre-

vention measures to stop impaired driving. In addition to the outreach tables, prevention teams will distribute and post flyers in unit areas, and provide additional resources as requested. Law enforcement also plays a vital role in the impaired driving campaign and will be out in full force this holiday season. All measures being taken are to stop impaired driving and to save lives in communities across the nation. According to the National Highway Traffic Safety Administration, 32,885 people were killed in motor vehicle traffic crashes in 2010. Thirty-one percent (10,228) of those fatalities involved an alcohol-impaired driver. The holiday season is particularly dangerous. During December 2010, 2,597 people lost their lives in motor vehicle traffic crashes, and 30 percent (775) involved an alcohol-impaired driver. Data further shows that over two-thirds (71%) of those killed in December 2010 were in alcohol-impaired crashes where a driver tested at a blood alcohol concentration of .15 grams per deciliter and above. During December 2010, 25 people were killed in impaired-driving crashes per day on average.

#### Simple Ways to Prevent a Tragedy

**Plan ahead.** If you will be drinking, do not drive. Designate a sober driver or arrange another safe way home.

**If you are impaired, find another way home.** Use a taxi, call a sober friend or family member, use public transportation, or call AAA Topsy Tow (800) 222-4357. Membership in AAA is not required.

There are no questions asked.

Service is available within a 15 mile radius from pickup to home.

It is available around the clock from mid-December through January 1st and for the

In addition to the winter holidays, the Topsy Tow service is now available over Memorial Day weekend.

Participating areas include Oklahoma City, Tulsa, Muskogee, Ardmore, Enid, Lawton, Norman and Shawnee.

**Be responsible.** If someone you know is drinking, do not let that person get behind the wheel. If you see an impaired driver on the road, contact law enforcement. Your actions may save someone's life.

**Get plenty of rest before your trip and limit your use of energy drinks to make it those few extra miles.** If tired stop and rest!

**Be cautious when taking prescription or over the counter medications that could make you drowsy.**



**Don't text and drive and only use a hands-free device to talk on the phone.**

Ref: [www.nhtsa.gov/drivesober](http://www.nhtsa.gov/drivesober)

Click **HERE** for a closer look at ASAP's efforts for this year's campaign.



# DECEMBER 2012

| Sun                                                                 | Mon                | Tue                                                                                                                    | Wed                                                                                                                     | Thu                                      | Fri                                                  | Sat                                            |
|---------------------------------------------------------------------|--------------------|------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------------------------------|------------------------------------------------|
| Well-Being Center (WBC) is located at 3415 Miner Road               |                    |                                                                                                                        |                                                                                                                         |                                          |                                                      | 1                                              |
| 2                                                                   | 3                  | <br>Gambler's Anonymous (WBC, 1800)   | <br>Alcoholics Anonymous (WBC, 1900)   | 6                                        | 7                                                    | 8                                              |
| 9                                                                   | Toys for Kids Open | <br>Gambler's Anonymous (WBC, 1800)  | <br>Alcoholics Anonymous (WBC, 1900)  | CWBO MEETING<br>National Guard Birthday! | Medicine Park Christmas Carnival                     | 77th Army Band Holiday Concert (McMahon, 1900) |
| Unit Prevention Leader TRAINING (Well-Being Center, ASAP 0800-1600) |                    |                                                                                                                        |                                                                                                                         |                                          |                                                      |                                                |
| 16                                                                  | 17                 | <br>Gambler's Anonymous (WBC, 1800) | <br>Alcoholics Anonymous (WBC, 1900) | 20                                       | The Shine On& Friends Art Show (17th & Ferris, 1800) | 22                                             |
| 23                                                                  | 24                 |                                     | <br>Alcoholics Anonymous (WBC, 1900) | 26                                       | 27                                                   | 28                                             |
| Lawton Public Schools Christmas Break 24 Dec-4 Jan                  |                    |                                                                                                                        |                                                                                                                         |                                          |                                                      |                                                |
| 30                                                                  | 31                 |                                                                                                                        |                                                                                                                         |                                          |                                                      |                                                |
| Lawton Public Schools Christmas Break 24 Dec-4 Jan                  |                    |                                                                                                                        |                                                                                                                         |                                          |                                                      |                                                |

Click to join ASAP on Facebook



Click to visit our ASAP Website

For more community events, activities, and trainings, check out the MWR and ACS websites: (click on logos)



For more news, check out the Cannoneer!

the  
**Cannoneer**  
Online  
sill-www.army.mil/cannoneer

Looking for more to do?



Check out the Community Calendar.

**SAVE THE DATE**  
**TEAM SILL ON TARGET**  
**10 JANUARY 2013**

Date: 10 Jan 2013  
Time: 0900-1200

\*Departing from Bldg 4700 Mow-Way Road  
To reserve your spot, please contact ASAP at 580-442-4205 or email  
rashonda.labrador@us.army.mil.  
Join us, and you will have a **BLAST!!!**





# Handling Holidays: Coping with Loss

For many families who have experienced the loss of a loved one the holidays can be a sad time. You do not have to pretend to be happy just because it is holiday time. Do what you think will be comfortable for you. Here are some things that you may want to do to ease the pain of loss:

- Think about your family's holiday traditions. Consider whether you want to continue them or create some new ones.
  - Remember that family members may feel differently about continuing to do things the way they've been done in the past. Try to talk openly with each other about your expectations.
  - Consider whether you want to be with your family and friends for the holiday, or whether it would be more healing for you to be by yourself or go away (this year).
  - Keep in mind that sometimes the anticipation of an event can be more difficult than the event itself.
  - If you find it comforting to talk about your loved one, let your family and friends know that; tell them not to be afraid to mention your loved one's name.
  - Some survivors find it comforting to acknowledge the birthday of their loved ones by gathering with his/her friends and family; others prefer to spend it privately.
  - Some survivors have found the following ritual helpful for a variety of occasions: Light two candles, and then blow one out. Explain that the extinguished candle represents those we've lost, while the one that continues to burn represents those of us who go on despite our loss and pain. Simply leave the one candle burning (you can put it off to one side) for the duration of the holiday meal or event. The glowing flame acts as a quiet reminder of those who are missing.
- Above all, bear in mind that there is no "right" way to handle holidays, anniversaries, or birthdays. You and your family may decide to try several different approaches before finding one that feels best for you. Remember, you can always choose to do things differently next time. Excerpted from [Surviving Suicide Loss: A Resource and Healing Guide](#).



## Survivors Share

These real-life examples show how survivors cope with the winter holidays in many different ways.

**We found the best way** to handle the holidays is to skip them entirely or at least downplay how we observe them. Our adult son completed suicide shortly before Thanksgiving and we went ahead with our customary extended family dinner as planned. Every detail from food shopping, through meal preparation, to sitting down to face that empty chair did nothing but exacerbate our bereavement. If I could do things over I would take only my immediate family out to dinner at a place with no connection to our son or simply order "take out." Thanksgiving became a trigger for us and to this day we follow the advice that I gave above. -Tony

**My husband and I** spend holidays and birthdays honoring the memory of our daughter by serving meals for the homeless, donating to shelters, and helping other families who have had a loved one die by suicide. I've found over the past seven years that helping others is a good distraction for us, and at the same time

we are helping others. - Judy

I lost my mother in November of 1986 and my sister on Halloween of 1994 to suicide. Anyone who has experienced this knows how devastating, disorienting and life-altering it can be. It was never easy dealing with the loss of either of them, particularly during the holidays, but eventually I was able to take back this time of year and reclaim it through celebration. My family has made Halloween a holiday that's full of imagination and silliness. I still get a little sad sometimes leading up to the day, but once it's here, I get wrapped up in the rituals, creativity and wonder of it all. It's a matter of taking back, one step at a time, all that's lost through suicide. -Jon

Reference: [afsp.com](#)

[Read more](#) here.

**If you are in crisis:** Call the toll-free National Suicide Prevention Lifeline at 1-800-273-TALK (8255), available 24 hours a day, 7 days a week. The service is available to anyone. All calls are confidential.

## EAP Mental Health Minute: STAYING FOCUSED



Below are just a few tips on ways to simplify your life, do "less rather than more," and achieve more happiness as a result:

**Look within yourself and examine how your life feels.** Are you constantly rushed? Stressed? Always behind? Do you have sufficient time to pursue activities that are personally meaningful to you?

**Reduce the time pressure in your life.** Reduce the overall number of activities in your day and reduce the number of things you do all at once. For example, if you can, when spending time with loved ones, don't answer the phone or check your email. You'll be happier and more effective in all realms of your life.

**Be careful about over committing yourself and about taking on new projects.** Learn to say "no" to extra demands on your time.

**Turn off distractions during times of leisure.** Cell phones, email, computers, and the rising complexity of modern life -- these all contribute to the constant time pressures we feel. And they can contribute to our feeling distracted from fully enjoying the time we spend with family and friends.

**As much as possible, give yourself uninterrupted time at work.** When we can focus on a single activity without distractions, we are not only happier -- we are also more effective, productive, and creative.

**Simplify your life to achieve a healthier love relationship.** Researchers have found that stress and overwork are significant barriers to a healthy love relationship.

**Do something every day that restores you.** Set aside time each day for an activity that refreshes you, such as going to the gym or spending time with people you love. Research has found that when we engage in a restorative activity "not only do we become happier, we actually become more productive and creative during the other times when we are doing work," Dr. Ben-Shahar says.



## DEAR FRAN

Dear Fran,

My husband hates to spend money! I cut my own hair and make my own clothes, and I have to account for every nickel I spend. Meanwhile, I have seen his stock and savings bond statements and he has stashed away enough money to choke a horse. We have been married for twenty-five years and I would like to live a little before we die. He says he's saving for a rainy day.



Ramen Noodle Queen in Cache

Dear Ramen Queen,

Problems with finances rank in the top three reasons that marriages fail. But, it is more often because there is not "enough" money. When there is adequate money, but one partner does not agree to let the other enjoy some of the perks that money can bring to a relationship, it is more than a financial problem. I couldn't begin to give you sound advice on steps to take without talking to your husband. Would that be possible? We address all kinds of problems at ASAP including relationship issues. If we know that any number of addictions is not influencing your husband's reluctance to loosen the purse strings, we can have him see the EAP. She deals with issues that are not directly related to substance use.

Control can be a symptom of other issues that can be addressed and resolved. A positive step you can take to see if there is any compromise on this issue, would be to ask for a fund for yourself. There are personal items a wife needs that should not have to be reported. Have you noticed that he manages to get his needs met because he manages the money and does not need to report to you? Does he buy items for his hobby, his car, his entertainment that are not budgeted? If so, you should be allowed a portion of money just for you. If he only saves and does not spend on either of you, answers may be harder to address. Fear and issues from growing up can lead to unhealthy practices comparable to hoarding (and he is hoarding). Even good habits and coping skills can turn harmful to the relationship and self when taken to an extreme. There is a light at the end of the tunnel!! If you have been married for 9+ years, you will be entitled to half of all he has saved. If you don't think you can continue like it is, remind him his rainy day may leave him up the creek (in a boat) but without a paddle. And if he does not want help with this issue, we can still help you with the outcome that will work best for you.

Respectfully,

Fran

If you have any questions or concerns that you would like Fran to address, please contact Fran through our ASAP Facebook page:



## Holiday Party: Facts to Remember

More than half of Americans are not current drinkers, so not everyone at your party will want to drink alcohol. Impaired driving can occur with very low blood alcohol percentages. For most people, even one drink can affect driving skills. Almost 40 percent of all holiday traffic fatalities involve alcohol. Holidays are especially dangerous because more people celebrate by over-drinking, making themselves susceptible to alcohol-related troubles. Coffee cannot sober up someone who has had too much to drink. Only time can do that. It takes one hour to metabolize one drink. For more information on organizing alcohol-safe and drug-free parties, contact SAMHSA's National Clearinghouse for Alcohol and Drug Information at 1-800-729-6686. (NCADI)



## Underage Drinking Rates Higher



One-quarter of 12-to-20-year-olds say they drank alcohol in the past month, according to a new government report. Almost 9 percent said they purchased their own alcohol the last time they drank. Buying and consuming alcohol is prohibited for anyone under age 21 in the United States.

The new report by the Substance Abuse and Mental Health Services Administration (SAMHSA) found 26.6 percent of persons ages 12 to 20 drank alcohol in the past month. Rates of underage drinking were highest in Vermont (37 percent). Utah had the lowest rate, at 14.3 percent, HealthDay reports.

"Underage drinking should not be a normal part of growing up. It's a serious and persistent public health problem that puts our young people and our communities in danger," SAMHSA Administrator Pamela Hyde said in a news release. "Even though drinking is often glamorized, the truth is that underage drinking can lead to poor academic performance, sexual assault,

injury and even death."

The report found New York had one of the highest rates of underage youth who illegally purchased alcohol (15 percent). That rate was 2.5 percent in New Mexico, and 2.6 percent in Oregon and Idaho.

## ASAP Testimonial



I have learned that there are people out there who are ready to give their all to help you overcome issues that you might be facing. I have also learned that I am not the only one out there who is facing difficult issues. Also, by being in group with all my fellow peers and hearing their

stories it has helped me to open up and tell others about mine. By doing this it has helped to relieve some of the stored up emotions that were inside of me. What it all comes down to is that no matter what you are facing, there are people out there willing to listen and help you.

SGT

USA, Ft. Sill







## TEAM SPOTLIGHT



**What is your favorite word?** I love you.

**What is your least favorite word?** Can't

**What turns you on?** Singing; especially praises for my Lord and Savior

**What turns you off?** Any type of disrespect

**What sound or noise do you love?** My grandson's laugh

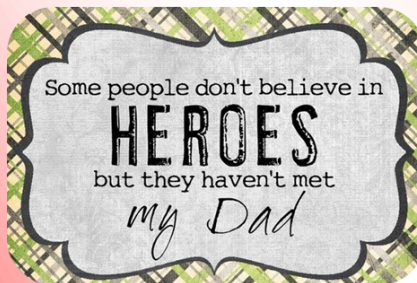
**What sound or noise do you hate?** Ambulance siren

**What profession other than your own would you like to attempt?** As far as another profession I would like to attempt, I can't think of one – I truly love what I do now.

**What profession would you not like to do?** School Teacher

**Who do you admire most, and why?** My father - he is an honest, morale, loving man. I'm don't think I have ever seen him lose his temper or treat anyone with disrespect. If I can be half the person he is, I will consider myself very blessed.

**What is your ideal vacation?** Anywhere with my family. It's the people and not the location that is important.



## Ft. Sill Talks Back



We swapped gifts in my platoon during my first overseas duty of Iraq, since our platoon was not scheduled to go on R & R until spring time, and we left Fort Hood before Thanksgiving.

SGT Davis, Demario  
A 1/78

My memorable Christmas was spending it for the first time with my daughter, wife and family. I always been deployed for Christmas, and spending it with all of them was really memorable.

SGT Paguio, Francis  
HHB 31st



Christmas in 2005 my first son was born on the 21st making him my Christmas present.

SGT Legg, Jason  
HHB 31st

When my second son was born. He was born on the 24th of December. My parent and my wife parents came to the house, It was the first and only time we all spent time together. Plus having a healthy son was an bonus.

SFC Osuna, Jaime  
C 1/19 FA



## Brainteaser

### December Brainteaser

Four angels sat on the Christmas tree amidst other ornaments. Two had blue halos and two - yellow. However, none of

them could see above his head. Angel A sat on the top branch and could see the angels B and C, who sat below him. Angel B, could see angel C who sat on the lower branch. And angel D stood at the base of the tree obscured from view by a thicket of branches, so no one could see him and he could not see anyone either. Which one of them could be the first to guess the color of his halo and speak it out loud for all other angels to hear?

Answer in next month's issue

### November Puzzle and Answer

A man worked for a high-security institution, and one day he went in to work only to find that he could not log in to his computer terminal. His password wouldn't work. Then he remembered that the passwords are reset every month for security purposes. So he went to his boss and they had this conversation:

Man: "Hey boss, my password is out of date."

Boss: "Yes, that's right. The password is different, but if you listen carefully you should be able to figure out the new one: It has the same amount of letters as your old password, but only four of the letters are the same."

Man: "Thanks boss."

With that, he went and correctly logged into his station.

What was the new password?

BONUS: What was his old password?

Password: Different

Bonus: Out of date





## Wellness Window



Planning and preparing are nice, but even the best-laid plans get derailed, especially during the holidays. If you find there's just no way to get in a workout, get creative and find ways to move your body any way you can:

**Walk as much as possible.** Take extra laps at the mall, use the stairs, volunteer to walk the dog.

**If you're hanging out with kids,** set up a game of football, tag or hide and seek.

**Offer to help with the housework,** shoveling snow or raking leaves.

**If everybody's sitting around watching football,** get on the floor for some situps or pushups. If that's too weird, try isometric exercises -- squeeze and hold the abs, the glutes or even press the hands together to engage the chest.

**If you don't have equipment,** pick up some full water bottles or soup cans for quick lateral raises or overhead presses. Something is always better than nothing.

For more information regarding the IMCOM & DOD Wellness Program please click the following links:  
[IMCOM WELLNESS & DOD WELLNESS](#)



Ref: about.com

## Cooking Excellence



**FUN, EASY,  
YUMMY  
HOLIDAY  
RECIPE!**

### Ingredients

- 1 bag of Holiday Ring Pretzels (Old Dutch square pretzel's recommended)
- 1 bag of Hershey Kisses
- 1 bag of plain M&M's

Preheat oven to 250 degrees. Place pretzels on wax paper on cookie sheet. Place one unwrapped Hershey Kiss on top of each pretzel. Place in oven for 3-4 minutes or until chocolate is soft. Watch close, chocolate melts quickly! Remove from the oven and press one M&M into the center of the chocolate kiss. Place in fridge until hardened and enjoy!



Get creative with all the fun striped Kisses and Hugs that are out there!

Ref: The Moyer Foundation



## PEACEFUL PLAZA: Communicate with Your Body

The holidays are over. The goodies are mostly eaten. And we're all ready for a fresh start in 2013. But before you start on those New Year resolutions, take a peek at this. Did you know that your body is built to match your life purpose? As a spirit, you actually chose a body with the genetics that you need to do what you came here to do. It may not always seem that way, especially when you're struggling to lose weight or keep exercise goals. But it's true. You came equipped to fulfill your goals as spirit this lifetime. Take a moment and take stock of the things you like about your body—the things it can do, the gifts it came with. And notice how these abilities and gifts have served you well all of your life. Now, there may be other aspects that you aren't so pleased with, but you may also find that you have learned a lot in dealing with them, too. Learned things that have helped you along your path—to become more empathetic with others, to grow as a spirit, and so on. Your body is a part of who you are, but it is guided on the whole by you as an immortal spirit. It's kind of like you and your car, only on a much deeper, more connected level. If you picture your car as a creature with feelings and desires, it's a much closer comparison. As a spirit, you're in the driver's seat, but your body ultimately controls how far and how fast you can go. If your body is unhappy, or not well cared for; if it doesn't have the right fuel; or if it's just plain mad at you, you may find your goals grinding to a halt. So, the communication between you and your body makes a BIG difference in how your life goes. Good communication means much smoother sailing. That communication includes everything from feelings and sensations, to thoughts, words and mental images. You as a spirit communicate best in images. Your body does better with feelings and senses. Words and thoughts come somewhere in the middle. In a sense, with every thought, feeling, and choice, you are relationship-building with your body. Whenever you do, say or think things that are supportive, caring and loving towards your body, it builds trust and communication. Thoughts and actions that are negative, or not supportive, tend to undermine the trust and communication we have with our bodies. Consistent positive input, from your thoughts to what

you eat and how much sleep you get, makes a big difference in the body-spirit partnership. When times are tough and you need that partnership the most, you want it to be as strong as possible. The stronger the partnership, the more you can use the gifts and strengths you designed your body to have in the first place. Other benefits of good body-spirit communication are strong intuition, greater awareness, creativity, greater wellness, and more fun. You'll have greater awareness of what you really want, and it will be much easier to get there--when you work with your body as a partner in the process.

Take time to click [COMMUNICATION](#) to relax and communicate with your body through this body awareness guided imagery exercise.

Click: [COMMUNICATION](#) to relax and enjoy this month's featured "Peaceful Plaza Guided Imagery segment as provided through [healthjourneys.com](http://healthjourneys.com)





By Jay Khalifeh

## Manager's Memo: The Opportunity Cost of Doing Things

I once became manager of an established organization, and like many new leaders, I chose to observe operations for the first month before diving in. I quickly noticed there were tremendously talented people in the organization that seemed very busy, and others not so much. The talented people were the "go to" people for just about everything. And, it reminded me of some basic economic concepts at play. Resources like labor, machine/equipment, and natural resources are needed to make things and to provide services. However, resources are scarce and wants are limitless we must choose which "want" we most "want" satisfied. When we make a choice, we forgo some other option. The value of the best forgone alternative is referred to as opportunity cost.

The people doing the bulk of the work were doing it because they wanted the organization to succeed, but at what cost to the organization. Another closely associated concept is the law of comparative advantage. This law states that the person or organization with the lowest opportunity cost of providing some good or service should be producing that good or service. Simply

stated, we cannot do two things at once and the thing that we should be doing is the thing that no one else can do with fewer resources. This has important implications in the workplace. All too often we allow fully engaged employees to do just about everything, because they are better at it than others who are hired to do the job. But, an absolute advantage should not be confused with the comparative advantage. As an example, when we walk into a dentist's office we are greeted and prepared for attention by a dentist. We are not normally greeted by the dentist. If we are scheduled for a cleaning we are seen by another trained specialist. Now, the dentist may be better at receiving patients and cleaning teeth, but other staff members to do that work because if a dentist did it he/she incurs a higher opportunity cost...that is, he/she can be doing something else that can bring a bigger bang for the buck. The dentist can be mending teeth or providing some other procedure that makes the maximum use of his or her talents. When managers take a closer look at who is providing a service, he/she may find ways to maximize the engagement opportunities for all members of the staff and give the rockstars a welcome break.



## 3 Signs You're an Oversensitive Employee



By Ritika Tripathi | U.S. News & World Report LP

Has anyone you worked with ever told you that you're overreacting or being defensive? If so, you run the risk of being labeled as overly sensitive--and if that happens your co-workers may start cutting you out of the loop, and stop giving you the feedback and criticism necessary to improve your performance at work.

There are two kinds of sensitivities that undermine performance at work: sensitivity to failure and sensitivity to criticism, says Joseph Grenny, co-author of the *New York Times* best-sellers *Crucial Conversations* and *Influencer: The Power to Change Anything*. "The first can cause people to become risk averse or to experience destructive emotions when faced with setbacks and challenges," Grenny says. "The second can cause defensiveness, anger, and relationship conflict--or if a person is in a position of authority, it can cause them to alienate team members and adopt a controlling or authoritarian style."

In other words, folks who have trouble dealing with negative emotions from failure and criticism can potentially get in their own way in the workplace. It's important to be able to manage emotions and look for constructive criticism to keep on improving:

**1. You aren't considering the context.** According to Halley Bock, CEO and president of Fierce, Inc, people with hypersensitive personalities tend to misinterpret neutral, everyday comments by adding underlying, negative messages. "For example, if a co-worker simply asks someone to pass the stapler, hypersensitive employees may over-analyze the tone or facial expressions and draw the conclusion that the co-worker is angry or perturbed," Bock says.

If a colleague's comments seem a little harsh, remember that you are interpreting your environment differently. Don't be quick to assume that your co-worker must be upset with you personally--maybe she had an especially bad drive into work, has a family member who is sick, or any number of other possibilities.

**2. You are reacting not responding.** The difference between reacting and responding is when you're quick to react, you fail to take a moment to thoughtfully and deliberately choose how to respond. "Those who overreact to mistakes should intentionally shift their focus from obsessing about blame or attacks on self-worth to focusing exclusively and intentionally on learning," Grenny says.

When it comes to negative criticism, oversensitive people have a tendency to frame the negative feedback as malicious, Grenny says. For instance, you might justify their action by saying, "They are doing it because they're jealous. They're power hungry. They're just mean," he says. And when you catch yourself on this train of thought, stop and ask: "Why would a reasonable, rational and decent person give me this feedback?" he says.

Constructive criticism from a reliable source is a gift. It may be hard to hear, but it's a chance for you to improve and become better than ever at what you do. "If people cannot face failure, they will not innovate. If they can't embrace criticism, they will shut down feedback necessary to improving the capacity to execute well," Grenny says.

**3. You find yourself frequently upset at work.** There are some proactive coping methods you can take if you find yourself getting worked up frequently. Talking it out can help a lot. Start seeking a support system. "Develop relationships with a few new role-models or mentors to help you," says Susan Fignar, owner of Pur\*Sue Inc., a professional training and executive coaching company. Discuss how they grow thicker skin in business and deal with difficult personalities. Another way to deal is to focus on the positive. "If your co-worker tells you how to do something differently, don't interpret that as vindictiveness. Perhaps he or she wants you to succeed, and is giving you tips on how to do well in the company," Bock says. Take a deep breath. Go for a run. Write. Do whatever you find cathartic, release, and move on.



## Workplace Etiquette 101: Shaking Hands

If someone offers a handshake, you should return it and make sure you're standing. The only excuse not to shake hands is if you're sick, and in that case you should not be at work in the first place.

Infecting other people is rude. Still, if you're feeling under the weather and somehow still find yourself offered a handshake, explain that it's nice to see the person, but you're not well.



## The University of Oklahoma at Fort Sill



Anita Bailey,  
Site Director

The University of Oklahoma Advanced Programs was established in May 1964 as part of the University's continuing education and public service commitment, and offers the adult learner the opportunity to pursue a master's degree at many locations worldwide. Advanced Programs joined the Harry S. Truman Education Center at Fort Sill in 1972, and was the first university invited to participate. Currently we offer four graduate degree programs, Master of Arts with an Emphasis in International Relations, Master of Human Relations, Master of Arts with a Major in Economics, and Master of Arts with a Major in Communication.

OU's mission is to offer programs and new approaches that meet the special needs of individuals who seek re-training or upgrading of skills or who cannot spend an entire semester in residence. Such programs encourage

highly talented individuals in and out of the state. The University of Oklahoma is also committed to offering more research-based degree programs for students in the state's urban areas and in assisting the state's economic development by making available knowledge from these research programs.

Classes offered at Fort Sill include advanced class preparation and two-weekend class sessions. OU at Fort Sill also provides additional flexibility by offering selected online courses, independent directed readings and independent study courses. Classes on site are taught by main campus faculty professors, who travel to sites worldwide to teach the same content as they would on the main campus, in accelerated formats.

OU is present at 9 locations in the United States, and 16 locations in Europe. Active duty military personnel and family members, civilian contractors, or DoD personnel who relocate to various army and air force bases are able to start their degree at Fort Sill, and complete it at a different site, e.g. Hickham Air Force Base, Hawaii; Ramstein, Germany; or even Mildenhall England; or vice versa.

A degree from the University of Oklahoma is recognized nationally and internationally, and symbolizes a high quality education and OU's dedication to excellence. Today, thousands of men and women have completed their master's degrees worldwide through the unique scheduling format offered by OU Advanced Programs.

For more information on our degree programs and how to apply, please visit us on the 5<sup>th</sup> floor of Building 4700, The Welcome Center, or call (580) 355-1974. You can also visit our homepage at <http://goou.ou.edu> or email [apfsill@ou.edu](mailto:apfsill@ou.edu). We are committed to helping our civilian and military students achieve their educational goals!



### "Mature Workers Favored by 60% of Hiring Managers"

Hiring managers are three times as likely to hire a mature worker (60 percent) as they are to hire a Millennial (20 percent)," according to a 2012 survey of hiring managers at 500 U.S. companies.

Reference: [www.adecousa.com](http://www.adecousa.com)



## Your Retirement Benefits, Aging for Dummies, and More



There will be a special session during the Winter ASAP Community Training on 30 Jan 2013 from 1300-1600. This will include training for the "mature" workforce entitled "Preparing for Healthy and Happy Aging." This class will be conducted by local subject matter experts in the field of maturing mental health, physical health, and employee benefits. Set the date on your calendar so that you don't miss out on this event!

### Upcoming 2013 Quarterly Community Training Schedule:

29-30 January 2013  
23-25 April 2013  
23-25 July 2013  
29-31 October 2013

All classes will be held Tuesday through Thursday between the hours of 0900-1100 and 1330-1530 on each training day. As always, a training schedule will be sent out to each organizations POC specifying the details and location of each class. All classes will provide Civilians and Military the opportunity to complete the Substance Abuse Prevention Education requirement as outlined in AR 600-85. Also, friends, family, community members and leaders are always welcome at all Community Training events.

If ever you are in need of on-site training, please do not hesitate to contact me at any time. I am always willing to come out and teach your organization at your convenience. If you have any concerns regarding this matter, please contact me, RaShonda Labrador, at 580-442-4205/6306.



## US ARMY GARRISON FORT SILL



### MISSION

To provide Soldiers, Civilians, Retirees and their Families with a secure installation, consistent and efficient services, and quality facilities and infrastructure.

### VISION

With current fiscal reality, to maintain our quality services and infrastructure across the installation. To maximize available resources and to foster positive relationships with those living and working on Fort Sill as well as with our surrounding communities.

### INTENT

To develop an environment that becomes a model for integrating organizations into common footprints, thereby becoming true stakeholders of the installation. To empower Organizations by instilling pride in ownership and providing a voice. To transform the Garrison while capturing efficiencies and promoting fiscal responsibility. To maintain an environment that enhances safety, well-being, and readiness; a place of limitless opportunities to develop both personally and professionally.



## Do's and Don'ts of Job Phone Interviews

By HEALTHeCAREERS.com

Over the past few years, the process of getting a job in the healthcare field has undergone some changes. The modern job interview process has become a multi-step system that requires interesting applicants to interview by phone first. Based on a healthcare industry snapshot provided by the U.S. Department of Commerce, more than 14 million people are currently employed in the healthcare industry and those numbers will grow. As the number of healthcare-related jobs rise, so will the amount of phone interviews. The key difference between phone interviews and face-to-face interviews is the reliance on the art of conversation instead of body language. However, the anticipation of interviewing via phone does not have to be daunting, and it is possible to master phone interviewing by following a few key dos and avoiding a few don'ts.



### If Possible, Use a Landline

Cell phones are unpredictable. Low batteries, scant minutes and spotty reception all lurk as potential interview problems. Landlines, on the other hand, are stationary and will not die during a phone interview.

### Eliminate Distractions

Children, pets and other distractions can ruin a phone interview. If the other line beeps, ignore it or disable call waiting.



### Protect Time Blocks

Allocate a certain time for the phone interview and jealously guard it. The phone interview should be taken as seriously as a face-to-face interview. Prepare as if the interview were taking place at a desk in the human resource office.

The Utah Department of Workforce Services provides an interview pamphlet that suggests interviews be considered as sales meetings where the candidate is the product. With this in mind, visualizing achievements and skills can help place the applicant in a confident mindset. From there, inner confidence will radiate through the phone line and give potential employers a better impression.

### Play the Part

Be prepared to respond to industry-specific questions. Try conducting mock interviews where applicants practice speaking with friends and family to prepare for the actual interview. Have the mock interview pose questions such as, 'What are the most important qualities a health services professional should have?' or 'how would you manage patient care when you're short-staffed?'. After all, if you've already had the interview before, you're that much likely to do better the second time.



Make the most of the aforementioned tips and put the best foot forward. To do this, try asking proactive and professional questions. 'What responsibilities would this position entail' or 'does this position have room for growth' are good questions to ask interviewers. At the same time, do not forget to take notes during the interview for later reference if there is a callback for a second interview with the healthcare employer. Most importantly, never forget to thank the interviewer at the end of your interview. To show some added enthusiasm toward the position, try sending a concise email conveying your gratitude and dedicated interest in the position. Following these recommendations can help you ace the phone interview and put you at the top of the candidate heap. Explore more healthcare career tips. Find more healthcare jobs by visiting the career center.

## Can Soldiers work at a second job while on Active Duty?



By CPT Tarik J. Downie,  
Judge Advocate, Administrative Law Division

Soldiers can work part-time while on Active Duty, but they need to seek command authorization first. Prior to approving a Soldiers request to work in off-duty secondary employment, a commander must ensure that the proposed employment meets certain criteria. Generally, a commander may prohibit the employment or activity if he believes that the proposed outside activity will detract from Soldier or unit readiness or pose a security risk. If you are interested in seeking a part-time job while on Active Duty, it is

important to know the factors that may preclude you from getting your part-time employment request approved. The Department of Defense has issued this guideline for consideration by commanders prior to any approval of a part-time employment request. The part-time employment may not interfere with or be in conflict with the performance of the Soldier's military duties. Specifically, the employment should not interfere with the Soldier's active duty mission. It must not be one of high risk or be considered dangerous to the Soldier's health. The employment must take place during after duty hours. Military time or material cannot be utilized for the purpose of the Soldier's secondary employment. The employment should not create an actual conflict of interest nor the appearance of a conflict of interest with the Soldier's military service. Lastly, the Department of the Army has indicated that Soldiers may not work in a job that would bring discredit upon the United States Army. Service discrediting work is be considered any line of work that may tend to harm the reputation of the service or lower it in public esteem. If you are interested in working part-time while on Active Duty, be sure to take the following steps prior to starting your new job in order to avoid any issues with your command. In order to apply for part-time employment authorization, you should submit a letter in writing to your commander indicating the job, location, duty title, duties, and possible hours of employment sought. Your commander will acknowledge receipt and approval/denial of this request via a memorandum for record and file this in your local file. You will also be given a copy of the memorandum for your own records. Upon approval from your commander, you will be able to begin your part-time employment.

## The Easiest Cities for Finding a Job

Online job search engine Indeed.com compiled a list of America's easiest cities for finding a job using data collected from the U.S. Bureau of Labor Statistics. The ranking was determined by calculating the number of job postings per thousand people in each major U.S. metropolitan area. The data covers job listings in the third quarter of 2012 with salary estimates of \$50,000 or more. Here are the top 10 easiest cities for finding a job.

**No. 10: Denver, Colo.**

**No. 9: Atlanta, Ga.**

**No. 8: Seattle, Wash.**

**No. 7: Baltimore, Md.**

**No. 6: Hartford, Conn.**

**No. 5: San Francisco, Calif.**

**No. 4: Boston, Mass.**

**No. 3: Raleigh, N.C.**

**No. 2: Washington, D.C.**

**No. 1: San Jose, Calif.**



## EAP FUNNY CORNER



Click for this month's Funny Corner video moment!  
[Just for Laughs 2012](#)

## The "Character" Couch:

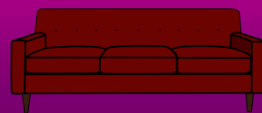
### Humble

1. not proud or haughty: not arrogant or assertive
2. reflecting, expressing, or offered in a spirit of deference or submission <a *humble* apology>

Examples of Humble in a sentence:

"Despite all his achievements, he has remained *humble*".

"She is too *humble* to let praise go to her head".



## SPORTSMANSHIP

17-year-old Meghan Vogel was in last place in the 3,200-meter run when she caught up to competitor Arden McMath, whose body was giving out. Instead of running past her to avoid the last-place finish, Vogel put McMath's arm around her shoulders, carried her 30 meters, and then pushed her over the finish line before crossing it.



Image by The Daily Call, Mike Ullery / AP

# EAP INSPIRATION STATION: WHEN FIGHTING MEANS LOVING



Proverbs 31:10-31 : Her children stand and bless her. Her husband praises her.

If we are going to be successful in standing up and fighting for our families we will have to constantly work on the quality of love and encouragement in our families. Because the writer of Proverbs 31 praised his wife, his children rose up and blessed her as well. Unquestionably, when a husband praises and blesses his wife, their children will follow his example. How a man treats his wife will have a profound impact on how his children will respect and honor their mother. Your children subconsciously take in voice tones, body language, and personal demeanor. And Dad, your daughter will most likely marry somebody much like you. If you are hard-nosed and disrespectful, speaking rude, hurtful things to your spouse, don't be surprised if your daughter gravitates toward somebody with those same characteristics. I realize I need to treat my wife the way I want somebody to treat my daughter. And Mom, you need to treat your husband the way you want somebody to treat your sons.

Men, open the car door for your wife. Take her coffee in the morning. Go out of your way to show her love, honor, and respect. I heard somebody say, "If a man ever opens the car door for his wife, he's either got a new car or a new wife." Perhaps we need to return to a society that encourages men to respect and honor women. "If I do that sort of thing, my friends may think I'm a weakling," a guy might say. "They may give me a hard time." If that's the case, you probably ought to find some new friends. A real man's masculinity is not diminished because he opens the car door for his wife. Being male doesn't necessarily make you a man. Treating people with dignity and respect makes you a man. Taking care of your wife and family makes you a man. Speaking blessings over your wife and kids - that's being a real man. Granted you may not have grown up in that kind of loving environment, but you can set a new standard. You can raise the bar. Fathers, you have incredible influence over them in other ways as well. You need to make especially sure that you affirm your children. Every day, just as you bless your wife, bless your children as well. Look at each child and say, "I'm so proud of you. I think you're great. There's nothing you can't do." Your children need your approval. You're helping them to form their identity. If, as fathers, we're too busy, we're never there, or maybe we're just always correcting our children without providing them with affirmation, our children are not going to be as confident and secure as they should be. Certainly, there are times when the father can't be there for his children because of other responsibilities. Nonetheless, do your best to keep your priorities in order. No amount of success in your career can make up for failure at home. I've seen some men accomplish great things in the corporate world as business leaders but at the expense of their children. Their children grew up without a father figure. Fathers, take your children to church; don't send them. Be at their ball games as often as possible. Know who their friends are. Listen to their music. Children are looking for direction and guidance. When that young man comes over to take your daughter out on a date, be the first one at the door. Let him know there's a man in the house watching over that young lady. Parents, we have to fight for our children. If we will fight for them, God will fight for us.

### Today's Prayer to Become a Better You

Father, help me bless my family. Help me speak and deliver good into their lives. I want to be the kind of family member You designed me to be.

### Today's Thought to Become a Better You

I'm fighting for my family when I bless them today.





*Wishing you a  
blessed and peaceful  
Christmas!*

# Happy Holidays from the Fort Sill Army Substance Abuse Program

## COME VISIT US AT:

### Well-Being Center, ASAP

3415 Miner Road

Ft. Sill, OK 73503

Phone: 580-442-4205

Fax: 580-442-5704

E-mail: [rashonda.labrador@us.army.mil](mailto:rashonda.labrador@us.army.mil)

Facebook: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>

Website: <http://sill-www.army.mil/USAG/DHR/ASAP/>

## YOUR EAP IS READY TO SERVE

### EAP Services to Employees and Supervisors:

- Assessment, problem identification, and short-term counseling/intervention.
- Referral for treatment and rehabilitation to appropriate community counseling/treatment resources.
- Follow-up services to aid an employee in achieving an effective readjustment to his or her job after treatment.
- Training and education for supervisors and employees about alcohol and drugs.

### EAP Services to the Installation Organization:

- Training and consultation for supervisors and managers on how and when to make proper use of EAP services for improving employee performance and conduct.
- Consultation to management about trends in employee needs, work groups, and related concerns dealing with work/life/wellness support programs.

## Sneak Peek: What to Expect Next Month



### NEW YEAR, NEW BEGINNINGS

The new year always brings new joy, new hope, and new expectations. But in the midst of all of the newness, we sometimes forget the most important renewal of all...self. Yes, it is time for us to put ourselves first and remember that without self-care, we cannot fully care for anyone else. The next edition of Workforce Pride will visit the topics of continuous self-care, tips for organization, and Valentine's preparation for the love of your life!

### TRAINING IS BACK IN SESSION!

We are back!!! We have read your comments, answered your requests, and created a NEW training schedule just for YOU!! January 2013 will be the next opportunity for all to receive their Substance Abuse Prevention and Life Skills Training in accordance with AR 600-85. There is an annual 2 hour requirement for Civilians and 4 hour requirement for Soldiers. Check out page 10 within this edition for more details on upcoming training dates!!!

### GOT SOMETHING ON YOUR MIND???

Contact me at 580-442-4205/6306 or at [rashonda.labrador@us.army.mil](mailto:rashonda.labrador@us.army.mil).

I look forward to hearing from you!!

#### Disclaimer:

Information, views or opinions expressed in the Workforce Pride e-newsletter originates from many different sources and contributors throughout the general community. Please note that content and hyperlinks external to the US Government websites does not necessarily represent or reflect the views and opinions of the Fort Sill Garrison, the Fires Center of Excellence or the United States Army or their affiliates nor are the events endorsed by the same.